

Thesis Title Quality of Working Life of Electronics Factory Workers
in the Northern Region Industrial Estate

Author Miss. Atchara Purakom

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Examining Committee

Lect. Dr.	Kasem Nakornkhet	Chairman
Assoc. Prof.	Seksin Sriwatthananukulkij	Member
Assoc. Prof. Dr. Tay	Chiengchee	Member

Abstract

The purposes of this study were to investigate the quality of working life (QWL) of electronics factory workers in the northern region industrial estate and relationship between QWL of electronics factory workers and management relating to labour and welfare according to government and non-government policies.

The indicators of the QWL used in the study comprised of 8 elements as follows: 1) adequate and fair compensation, 2) safe and healthy working conditions, 3) immediate opportunity to use and develop human capacities, 4) future opportunity for continued growth and security, 5) social integration in the work organization, 6) constitutionalism in the work organization, 7) work and the total life space, and 8) the social relevance of the work life. The management relating to labour and welfare according to government policies namely ; social security Act, compensation fund Act, occupational safety Act were also included in the study as well as non-government management policies. Three hundred sixty-nine workers were randomly selected out of the total population of 12,531 workers including 13 middle level managers from 13 factories were subjected to be investigated.

The data were analyzed by mean of the SPSS/PC⁺ for the frequency, arithmetic mean, and standard-deviation, mean population at the 95% level of confident, Pearson Product Moment Correlation Coefficiency, and T (T-Test). Those qualitative data collected through indept interview and non-participatory observation techniques were analyzed to categorized and given meaning. Two sets of data, quatitative and qualitative, were merged together to observe its agreement.

The findings were as follows :

1. The over all QWL of electronics factory workers were at the middle level with the mean population at the 95% level of confident showed between 1.1549 - 1.1575. Considering each element at the QWL, it was found that each of them was at the middle level as well.

2. The agreement between the QWL of electronics factory workers and the management concerning to labour and welfare in accordance with goverment and non-goverment policies were observed In the following matters participatory management, adequate compensation, health and safety working condition, growth and security in the career, and labours protection, and working condition beneficial to the community. Conflicts between the two sets of the data were observed in fair compensation, labours capacities development, and promoting co-operative working climate.